

CITY AND COUNTY OF HONOLULU

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KIRK CALDWELL
MAYOR

CITY COUNCIL
HONOLULU, HAWAII



CAROLEE C. KUBO
DIRECTOR

NOEL T. ONO
ASSISTANT DIRECTOR

January 27, 2017

Mr. Kevin Sakamoto, Chair
and Members of the Salary Commission
City and County of Honolulu
530 South King Street
Honolulu, Hawaii 96813

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C & C OF HONOLULU

Dear Chair Sakamoto and Members:

We are transmitting the attached information for your deliberations.

Attachment A: Current Salary Schedule for Elected and Appointed Officials of the City and County of Honolulu

Attachment B: Current Salary Schedule for the Deputy Attorneys assigned to the Departments of the Prosecuting Attorney and Corporation Counsel

Attachment C: Salaries of Elected and Appointed Officials in Hawaii

Attachment D: Comparison of City and other County Departments

Attachment E: Salary History of Selected Elected and Appointed Officers of the City and County of Honolulu

Attachment E-1: Chart – Selected Elected and Appointed Officers and Excluded Managers

Attachment F: Comparison of EM 08 Maximum Rate and Department and Deputy Department Heads

Attachment G: Total Number of Employees and the Salary Rates of Those Which Exceed that of their Director and/or Deputy

Attachment H: Bargaining Unit Wage Settlements and Excluded Managerial Employee Increases

Attachment I: Consumer Price Index – Urban for the City and County of Honolulu

Mr. Kevin Sakamoto, Chair
and Members of the Salary Commission
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Attachment I-1: Consumer Price Index – Urban for the City and County of Honolulu

Attachment I-2: Consumer Price Index – Urban Forecast for the State of Hawaii

Attachment J: Salary Costs – Current and Projected

Should you wish, we will be happy to further elaborate and explain the information provided herein and to provide you with any further information or clarification that may be needed in your deliberations.

Sincerely,

A handwritten signature in black ink, appearing to read "Carolee C. Kubo". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Carolee C. Kubo
Director

Attachments

SALARIES OF ELECTED & APPOINTED OFFICIALS

Effective July 1, 2016

	Annual Salary	Monthly Salary
Mayor	\$164,928	\$13,744
Prosecuting Attorney	\$156,312	\$13,026
First Deputy Prosecuting Attorney	\$148,632	\$12,386
Council Chair	\$68,112	\$5,676
Council Member	\$60,960	\$5,080
Managing Director	\$157,776	\$13,148
Deputy Managing Director	\$149,568	\$12,464
Department Head, except:	\$147,360	\$12,280
Police	\$182,088	\$15,174
Fire	\$176,304	\$14,692
Royal Hawaiian Band	\$130,008	\$10,834
Medical Examiner	\$274,464	\$22,872
Deputy Department Head, except:	\$139,824	\$11,652
Police	\$173,664	\$14,472
Fire	\$168,144	\$14,012
Medical Examiner	\$219,600	\$18,300

Reference: Salary Commission Resolution dated April 29, 2016 submitted under Council Communication No. 118 (2016).

SALARY SCHEDULE PROSECUTING ATTORNEYS & CORPORATION COUNSEL

Effective July 1, 2016

	Annual	
	<i>Minimum</i>	<i>Maximum</i>
Prosecuting Attorney	\$156,312	
First Deputy Prosecuting Attorney	\$148,632	
Corporation Counsel	\$147,360	
First Deputy Corporation Counsel	\$139,824	
		Salary of
Deputy (LS) Corp. Counsel	\$66,480	Corporation
		Counsel
Deputy Prosecuting Attorney	\$52,296	\$145,128

Reference: Salary Commission Resolution dated April 19, 2016 submitted under Council Communication No. 118 (2016).

COMPARISON OF EXECUTIVE PAY RATES FOR STATE AND COUNTIES

	STATE	C&C HONOLULU	HAWAII	MAUI	KAUAI [^]
EFFECTIVE DATES EXCEPT AS NOTED:	7/1/2016	7/1/2016	7/1/2014	7/1/2016	12/1/2009
POSITION					
GOVERNOR	\$152,544				
LT. GOVERNOR	\$148,800				
MAYOR		\$164,928	\$132,000	\$151,979	\$132,000
M.D./ADMIN. ASS'T	\$148,800	\$157,776	\$119,004	\$141,551	\$122,539
DEPUTY MANAGING DIRECTOR		\$149,568	\$115,008	\$127,396	Admin Assistant
ATTORNEY GENERAL/ PROSECUTING ATTORNEY	\$148,800 (incl. Budget & Finance)	\$156,312	\$113,580	\$142,306	\$119,357
1ST DEPUTY AG/P.A.	\$129,456 - \$136,896	\$148,632	\$107,904	\$135,190	\$114,582
DEPUTIES AG, Pros Atty & Corp Counsel		\$66,480 - \$147,360 CORP COUNSEL \$52,296 - \$145,128 PROSECUTING ATTORNEY	\$56,790 - \$102,222	\$97,325 - \$113,154	\$109,560 PA, CC
DEPT. HEADS				<u>PUBLIC SAFETY</u>	
	\$141,720 2nd - DAGS, DBEDT, DCCA DHHL, DHRO, DHS, DLIR, DLNR DOA, DDH, DOT, PSD, TAX	\$165,939* WATER	\$122,856* WATER	\$151,200 POLICE \$151,200 FIRE \$142,306 PROS ATTY \$132,432 LIQUOR	\$114,848 COUNTY AUDITOR, COUNTY CLERK
		\$182,088 POLICE	\$130,818 POLICE, FIRE	\$132,432 LIQUOR	\$119,357 COUNTY ATTORNEY, PLANNING, FINANCE, PUBLIC WKS, WATER
		\$176,304 FIRE	\$110,244 FINANCE, PUBLIC WORKS ENVIRON MGMT, CORP COUNSEL	<u>INFRASTRUCTURE</u> PUBLIC WKS, \$139,232 ENVIRON MGT \$135,884 WATER \$130,732 PLANNING \$128,542 PARKS \$127,769 HOUSING & HC \$120,299 TRANS	\$103,041 ECONOMIC DEV, LIQUOR HOUSING
		\$130,008 ROYAL HAWAIIAN BAND			\$127,313 POLICE, FIRE
		\$274,464 MEDICAL EXAMINER	\$99,000 COUNTY CLERK, HOUSING, HUMAN RESOURCES, INFO TECH, LEG AUDITOR, LIQUOR, PARKS, PLANNING, RESEARCH & DEV	<u>ADMINISTRATION</u> \$131,118 FINANCE \$142,306 CORP COUNSEL \$127,512 PERSONNEL	\$107,335 PARKS
		\$147,360 ALL OTHERS			\$114,582 PERSONNEL
DEPUTIES				<u>PUBLIC SAFETY</u>	
	\$123,288 - \$130,368 2nd	\$158,396* WATER	\$99,999* WATER	\$143,640 POLICE \$143,640 FIRE \$135,190 PRDS ATTY \$119,188 LIQUOR	\$114,582 POLICE, FIRE, FINANCE, PUBLIC WORKS, WATER, 1ST DEP CORP COUNSEL
		\$173,664 POLICE	\$126,894 POLICE, FIRE		
		\$168,144 FIRE	\$104,502 FINANCE, PUBLIC WORKS, ENVIRON MGMT, CORP COUNSEL	<u>INFRASTRUCTURE</u> PUBLIC WKS, \$125,310 ENVIRON MGT \$121,288 WATER \$117,659 PLANNING \$115,688 PARKS \$114,992 HOUSING & HC \$108,269 TRANS	\$109,560 PLANNING
		\$219,600 MEDICAL EXAMINER	\$94,284 COUNTY CLERK, HUMAN RESOURCES, PARKS, PLANNING, RESEARCH & DEV	<u>ADMINISTRATION</u> \$135,190 FINANCE \$118,006 CORP COUNSEL \$114,760 PERSONNEL	\$105,660 COUNTY CLERK
		\$139,824 ALL OTHERS			
SPEAKER/PRESIDENT	1/1/2017 \$68,880				
MEMBERS HOUSE/SENATE	\$61,380				
CHAIRPERSON		7/1/2016 \$68,112	7/1/2014 \$58,008	7/1/2013 \$82,225	12/1/2009 \$63,879
COUNCIL MEMBERS		\$60,960	\$52,008	\$76,475	\$56,781

*Salary set by Water Board

[^] Salaries for the County of Kauai reflect the maximum salary each position may be compensated at. The respective appointing authority may set the salary of any new or existing non-elected appointee at a figure lower than the maximum salary.

COMPARISON OF CITY AND OTHER COUNTY DEPARTMENTS

CITY DEPARTMENTS	COUNTY	CURRENT SALARY	NO. OF EMPLOYEES ^(1,2)	OPERATING BUDGET
MAYOR	HONOLULU	\$164,928	6	\$727,958
	HAWAII	\$132,000		
	MAUI	\$151,979		
	KAUAI	\$132,000		
MANAGING DIRECTOR'S OFFICE	HONOLULU	\$157,776	30.5	\$3,025,343
Neighborhood Commission	HONOLULU	*	17	\$1,101,322
	HAWAII	\$119,004	20	\$1,581,838
	MAUI	\$141,551	58.0	\$11,618,662
Administrative Assistant	KAUAI	\$122,539	16	\$2,765,923
BUDGET & FISCAL SVCS	HONOLULU	\$147,360	361	\$23,047,726
CUSTOMER SERVICES				
SCH & Motor Veh Regis	HONOLULU	\$147,360	289.75	\$24,723,703
Finance	HAWAII	\$110,244	146	\$12,359,293
Finance	MAUI	\$131,118	147.5	\$10,746,944
Finance	KAUAI	\$119,357	82	\$11,279,000
CORP COUNSEL	HONOLULU	\$147,360	92.0	\$9,549,745
	HAWAII	\$110,244	31	\$2,729,370
	MAUI	\$142,306	37.5	\$3,426,617
	KAUAI	\$119,357	16	\$2,619,810
COMMUNITY SERVICES	HONOLULU	\$147,360	259.60	\$100,020,877
Housing	HAWAII	\$99,000	53	\$18,869,370
Housing/Human Concerns	MAUI	\$127,769	140.9	\$43,418,950
Community Assistance**	KAUAI	\$103,041	25	\$9,819,340
DESIGN & CONSTRUCTION	HONOLULU	\$147,360	278	\$17,842,978
FACILITY MAINTENANCE	HONOLULU	\$147,360	749	\$85,114,628
ENVIRONMENTAL SVCS	HONOLULU	\$147,360	1,041	\$292,262,054
Public Works***	HAWAII	\$110,244	450	\$37,971,464
Environmental Mgt	HAWAII	\$110,244	220	\$45,161,653
Public Works	MAUI	\$139,232	260	\$28,693,731
Environmental Mgt	MAUI	\$139,232	223	\$46,533,949
Public Works (incl wastewater; solid waste)	KAUAI	\$119,357	229	\$48,633,271
EMERGENCY MANAGEMENT***	HONOLULU	*	15.48	\$1,340,252
FIRE	HONOLULU	\$176,304	1,169.5	\$127,799,501
EMERGENCY SERVICES				
Ambulance & Ocean Safety	HONOLULU	\$147,360	525.95	\$44,344,696
Fire	HAWAII	\$130,818	529	\$47,215,247
Fire	MAUI	\$151,200	368	\$36,406,362
Fire	KAUAI	\$127,313	206	\$29,637,453

COMPARISON OF CITY AND OTHER COUNTY DEPARTMENTS

CITY DEPARTMENTS	COUNTY	CURRENT SALARY	NO. OF EMPLOYEES ^(1,2)	OPERATING BUDGET
HUMAN RESOURCES	HONOLULU	\$147,360	89.13	\$6,573,591
Civil Service	HAWAII	\$99,000	50	\$2,006,658
Personnel Services	MAUI	\$127,512	18	\$1,579,802
Personnel	KAUAI	\$114,582	19	\$2,368,171
INFO & TECHNOLOGY	HONOLULU	\$147,360	155	\$20,626,623
Data Systems	HAWAII	\$99,000	21	\$2,590,390
MEDICAL EXAMINER'S	HONOLULU	\$274,464	19.5	\$2,096,285
PARKS & REC	HONOLULU	\$147,360	1,122.65	\$75,951,320
ENTERPRISE SERVICES				
Zoo, Golf, NBC & Waikiki Shell	HONOLULU	\$147,360	316.57	\$25,178,587
Parks & Rec	HAWAII	\$99,000	554	\$26,541,872
Parks & Rec	MAUI	\$128,542	399.2	\$32,075,922
Parks & Rec	KAUAI	\$107,335	205	\$17,829,894
PLANNING & PERMITTING	HONOLULU	\$147,360	319	\$22,265,312
Planning	HAWAII	\$99,000	60	\$5,673,315
Planning	MAUI	\$130,732	64	\$5,431,130
Planning	KAUAI	\$119,357	28	\$2,640,450
POLICE	HONOLULU	\$182,088	2,706	\$275,504,799
Police	HAWAII	\$130,818	735	\$65,098,683
Police	MAUI	\$151,200	525	\$54,313,636
Police	KAUAI	\$127,313	206	\$31,330,571
PROS ATTORNEY	HONOLULU	\$156,312	302.50	\$23,728,844
Pros Attorney	HAWAII	\$113,580	120	\$9,213,045
Pros Attorney	MAUI	\$142,306	73.0	\$6,221,824
Pros Attorney	KAUAI	\$119,357	42	\$4,011,980
ROYAL HAWAIIAN BAND⁽³⁾	HONOLULU	\$130,008	41.5	\$2,210,970
TRANSPORTATION SERVICES	HONOLULU	\$147,360	114.5	\$268,316,066
Transportation	MAUI	\$120,299	6	\$19,113,846

NOTES:

*Salary not set by the Salary Commission

**Includes AEA, Housing, Recreation, Transportation

***New department effective 7/1/07

(1) For the City - total number of employees as of 12/31/16. This number includes permanent, exempt, temporary and personal services contract employees.

(2) For the County of Maui, the number of positions is reflected.

(3) Although the County of Hawaii has a municipal band, it is assigned to their Parks & Recreation department. The Band Director is a civil service employee.

**SALARY HISTORY OF SELECTED ELECTED & APPOINTED OFFICERS
CITY & COUNTY OF HONOLULU**

	Jan-88	Jul-88	Jul-89	Sep-89	Jul-90	Jul-91	Jul-92	Jul-93	Jul-94	Jul-97
MAYOR	\$78,333	\$82,500	\$84,725	\$84,725	\$89,000	\$89,000	\$100,000	\$100,000	\$100,000	\$102,000
\$ increase		\$4,167	\$2,225	-	\$4,275	-	\$11,000	-	-	\$2,000
% increase		5.32%	2.70%	0.00%	5.05%	0.00%	12.36%	0.00%	0.00%	2.00%
PROSECUTING ATTY	\$66,751	\$75,000	\$77,500	\$77,500	\$85,000	\$85,000	\$87,000	\$90,000	\$90,000	\$91,800
\$ increase		\$8,249	\$2,500	-	\$7,500	-	\$2,000	\$3,000	-	\$1,800
% increase		12.36%	3.33%	0.00%	9.68%	0.00%	2.35%	3.45%	0.00%	2.00%
COUNCIL CHAIR	\$31,333	\$40,000	\$42,000	\$42,000	\$42,000	\$42,000	\$45,500	\$45,500	\$45,500	\$46,410
\$ increase		\$8,667	\$2,000	-	-	-	\$3,500	-	-	\$910
% increase		27.66%	5.00%	0.00%	0.00%	0.00%	8.33%	0.00%	0.00%	2.00%
COUNCIL MEMBER	\$27,573	\$33,000	\$35,000	\$35,000	\$35,000	\$35,000	\$38,500	\$38,500	\$38,500	\$39,270
\$ increase		\$5,427	\$2,000	-	-	-	\$3,500	-	-	\$770
% increase		19.68%	6.06%	0.00%	0.00%	0.00%	10.00%	0.00%	0.00%	2.00%
MANAGING DIR.	\$74,416	\$74,416	\$74,416	\$80,488	\$84,550	\$84,550	\$84,550	\$95,000	\$95,000	\$96,900
\$ increase		-	-	\$6,072	\$4,062	-	-	\$10,450	-	\$1,900
% increase		0.00%	0.00%	8.16%	5.05%	0.00%	0.00%	12.36%	0.00%	2.00%
DEPUTY MD	\$70,696	\$70,696	\$70,696	\$76,463	\$76,463	\$80,322	\$80,322	\$90,250	\$90,250	\$92,055
\$ increase		-	-	\$5,767	-	\$3,859	-	\$9,928	-	\$1,805
% increase		0.00%	0.00%	8.16%	0.00%	5.05%	0.00%	12.36%	0.00%	2.00%
DEPARTMENT HEAD	\$66,751	\$66,751	\$66,751	\$72,439	\$76,095	\$76,095	\$76,095	\$83,700	\$83,700	\$85,374
\$ increase		-	-	\$5,688	\$3,656	-	-	\$7,605	-	\$1,674
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	9.99%	0.00%	2.00%
POLICE⁽²⁾⁽⁷⁾	\$66,751	\$66,751	\$66,751	\$72,439	\$76,095	\$76,095	\$76,095	\$83,700	\$83,700	\$85,374
\$ increase		-	-	\$5,688	\$3,656	-	-	\$7,605	-	\$1,674
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	9.99%	0.00%	2.00%
FIRE⁽²⁾⁽⁷⁾	\$66,751	\$66,751	\$66,751	\$72,439	\$76,095	\$76,095	\$76,095	\$83,700	\$83,700	\$85,374
\$ increase		-	-	\$5,688	\$3,656	-	-	\$7,605	-	\$1,674
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	9.99%	0.00%	2.00%
MEDICAL EXAMINER⁽⁵⁾	\$66,751	\$66,751	\$66,751	\$72,439	\$76,095	\$76,095	\$76,095	\$83,700	\$83,700	\$85,374
\$ increase		-	-	\$5,688	\$3,656	-	-	\$7,605	-	\$1,674
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	9.99%	0.00%	2.00%
BAND⁽³⁾⁽⁴⁾	\$50,063	\$50,063	\$50,063	\$54,329	\$57,071	\$57,071	\$57,071	\$62,772	\$62,772	\$63,976
\$ increase		-	-	\$4,266	\$2,742	-	-	\$5,701	-	\$1,204
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	9.99%	0.00%	1.92%
DEPUTY DEPT HEAD	\$61,411	\$61,411	\$61,411	\$66,643	\$70,007	\$70,007	\$70,007	\$79,512	\$79,512	\$81,102
\$ increase		-	-	\$5,232	\$3,364	-	-	\$9,505	-	\$1,590
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	13.58%	0.00%	2.00%
POLICE⁽²⁾⁽⁷⁾	\$61,411	\$61,411	\$61,411	\$66,643	\$70,007	\$70,007	\$70,007	\$79,512	\$79,512	\$81,102
\$ increase		-	-	\$5,232	\$3,364	-	-	\$9,505	-	\$1,590
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	13.58%	0.00%	2.00%
FIRE⁽²⁾⁽⁷⁾	\$61,411	\$61,411	\$61,411	\$66,643	\$70,007	\$70,007	\$70,007	\$79,512	\$79,512	\$81,102
\$ increase		-	-	\$5,232	\$3,364	-	-	\$9,505	-	\$1,590
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	13.58%	0.00%	2.00%
DEPUTY MED EXAM⁽⁶⁾	\$61,411	\$61,411	\$61,411	\$66,643	\$70,007	\$70,007	\$70,007	\$79,512	\$79,512	\$81,102
\$ increase		-	-	\$5,232	\$3,364	-	-	\$9,505	-	\$1,590
% increase		0.00%	0.00%	8.52%	5.05%	0.00%	0.00%	13.58%	0.00%	2.00%
DIRECTOR OF OIC⁽¹⁾	\$53,401	\$53,401	\$53,401	\$57,951	\$57,951	\$60,876	\$60,876	\$66,960	\$75,500	\$77,010
DIRECTOR OF MRRC⁽¹⁾	\$50,063	\$50,063	\$50,063	\$54,329	\$57,071	\$57,071	\$57,071	\$62,772	\$62,772	\$63,976

(1) As a result of the 1998 City-wide reorganization, the organizational units under these directors were absorbed by the new Department of Customer Services

(2) The 2000 Salary Commission established a two-tiered level of compensation for department & deputy department heads by separating Police & Fire

(3) The 2001 Salary Commission recognized the Director of Royal Hawaiian Band as a department head

(4) The 2008 Salary Commission set the Director of Royal Hawaiian Band's salary less than other department heads; thereby creating a three-tiered level of compensation for department heads

(5) The 2010 Salary Commission granted the Medical Examiner a 30% salary differential over department heads; thereby creating a four-tiered level of compensation for department heads

(6) The 2011 Salary Commission increased the Deputy Medical Examiner's salary; thereby establishing a three-tiered level of compensation for deputy

(7) The 2012 Salary Commission established a five-tiered level of compensation for department heads and a four-tiered level of compensation for deputy department heads (by setting different salary rates for Police & Fire)

**SALARY HISTORY OF SELECTED ELECTED & APPOINTED OFFICERS
CITY & COUNTY OF HONOLULU (Cont.)**

MAYOR	Jul-00	Jul-01	Jul-02	Jul-03	Jul-04	Jul-05	Jul-06	Jul-07	Jul-08	Jul-09
	\$110,000	\$112,200	\$112,200	\$112,200	\$112,200	\$116,688	\$122,000	\$128,100	\$136,428	\$136,428
\$ increase	\$8,000	\$2,200	-	-	-	\$4,488	\$5,312	\$6,100	\$8,328	-
% increase	7.84%	2.00%	0.00%	0.00%	0.00%	4.00%	4.55%	5.00%	6.50%	0.00%
PROSECUTING ATTY	\$95,000	\$96,900	\$99,807	\$99,807	\$99,807	\$103,800	\$107,850	\$118,635	\$129,312	\$129,312
\$ increase	\$3,200	\$1,900	\$2,907	-	-	\$3,993	\$4,050	\$10,785	\$10,677	-
% increase	3.49%	2.00%	3.00%	0.00%	0.00%	4.00%	3.90%	10.00%	9.00%	0.00%
COUNCIL CHAIR	\$47,500	\$48,450	\$48,450	\$48,450	\$48,450	\$50,388	\$52,400	\$55,020	\$58,596	\$58,596
\$ increase	\$1,090	\$950	-	-	-	\$1,938	\$2,012	\$2,620	\$3,576	-
% increase	2.35%	2.00%	0.00%	0.00%	0.00%	4.00%	3.99%	5.00%	6.50%	0.00%
COUNCIL MEMBER	\$42,500	\$43,350	\$43,350	\$43,350	\$43,350	\$45,084	\$46,900	\$49,245	\$52,446	\$52,446
\$ increase	\$3,230	\$850	-	-	-	\$1,734	\$1,816	\$2,345	\$3,201	-
% increase	8.23%	2.00%	0.00%	0.00%	0.00%	4.00%	4.03%	5.00%	6.50%	0.00%
MANAGING DIR.	\$105,000	\$107,100	\$107,100	\$107,100	\$107,100	\$111,384	\$115,500	\$120,699	\$126,732	\$126,732
\$ increase	\$8,100	\$2,100	-	-	-	\$4,284	\$4,116	\$5,199	\$6,033	-
% increase	8.36%	2.00%	0.00%	0.00%	0.00%	4.00%	3.70%	4.50%	5.00%	0.00%
DEPUTY MD	\$100,000	\$102,000	\$102,000	\$102,000	\$102,000	\$106,080	\$109,470	\$114,396	\$120,120	\$120,120
\$ increase	\$7,945	\$2,000	-	-	-	\$4,080	\$3,390	\$4,926	\$5,724	-
% increase	8.63%	2.00%	0.00%	0.00%	0.00%	4.00%	3.20%	4.50%	5.00%	0.00%
DEPARTMENT HEAD	\$95,000	\$96,900	\$99,807	\$99,807	\$99,807	\$103,800	\$107,850	\$112,704	\$118,344	\$118,344
\$ increase	\$9,626	\$1,900	\$2,907	-	-	\$3,993	\$4,050	\$4,854	\$5,640	-
% increase	11.28%	2.00%	3.00%	0.00%	0.00%	4.00%	3.90%	4.50%	5.00%	0.00%
POLICE⁽²⁾⁽⁷⁾	\$98,000	\$99,960	\$104,958	\$110,206	\$110,206	\$114,624	\$119,000	\$126,141	\$136,236	\$136,236
\$ increase	\$12,626	\$1,960	\$4,998	\$5,248	-	\$4,418	\$4,376	\$7,141	\$10,095	-
% increase	14.79%	2.00%	5.00%	5.00%	0.00%	4.01%	3.82%	6.00%	8.00%	0.00%
FIRE⁽²⁾⁽⁷⁾	\$98,000	\$99,960	\$104,958	\$110,206	\$110,206	\$114,624	\$119,000	\$126,141	\$136,236	\$136,236
\$ increase	\$12,626	\$1,960	\$4,998	\$5,248	-	\$4,418	\$4,376	\$7,141	\$10,095	-
% increase	14.79%	2.00%	5.00%	5.00%	0.00%	4.01%	3.82%	6.00%	8.00%	0.00%
MEDICAL EXAMINER⁽⁵⁾	\$95,000	\$96,900	\$99,807	\$99,807	\$99,807	\$103,800	\$107,850	\$112,704	\$118,344	\$118,344
\$ increase	\$9,626	\$1,900	\$2,907	-	-	\$3,993	\$4,050	\$4,854	\$5,640	-
% increase	11.28%	2.00%	3.00%	0.00%	0.00%	4.00%	3.90%	4.50%	5.00%	0.00%
BAND⁽³⁾⁽⁴⁾	\$70,000	\$96,900	\$99,807	\$99,807	\$99,807	\$103,800	\$107,850	\$112,704	\$116,088	\$116,088
\$ increase	\$6,024	\$26,900	\$2,907	-	-	\$3,993	\$4,050	\$4,854	\$3,384	-
% increase	9.42%	38.43%	3.00%	0.00%	0.00%	4.00%	3.90%	4.50%	3.00%	0.00%
DEPUTY DEPT HEAD	\$90,000	\$91,800	\$94,554	\$94,554	\$94,554	\$98,340	\$102,350	\$106,956	\$112,308	\$112,308
\$ increase	\$8,898	\$1,800	\$2,754	-	-	\$3,786	\$4,010	\$4,606	\$5,352	-
% increase	10.97%	2.00%	3.00%	0.00%	0.00%	4.00%	4.08%	4.50%	5.00%	0.00%
POLICE⁽²⁾⁽⁷⁾	\$93,000	\$94,860	\$99,603	\$104,583	\$104,583	\$108,768	\$113,500	\$120,312	\$129,936	\$129,936
\$ increase	\$11,898	\$1,860	\$4,743	\$4,980	-	\$4,185	\$4,732	\$6,812	\$9,624	-
% increase	14.67%	2.00%	5.00%	5.00%	0.00%	4.00%	4.35%	6.00%	8.00%	0.00%
FIRE⁽²⁾⁽⁷⁾	\$93,000	\$94,860	\$99,603	\$104,583	\$104,583	\$108,768	\$113,500	\$120,312	\$129,936	\$129,936
\$ increase	\$11,898	\$1,860	\$4,743	\$4,980	-	\$4,185	\$4,732	\$6,812	\$9,624	-
% increase	14.67%	2.00%	5.00%	5.00%	0.00%	4.00%	4.35%	6.00%	8.00%	0.00%
DEPUTY MED EXAM⁽⁶⁾	\$90,000	\$91,800	\$94,554	\$94,554	\$94,554	\$98,340	\$102,350	\$106,956	\$112,308	\$112,308
\$ increase	\$8,898	\$1,800	\$2,754	-	-	\$3,786	\$4,010	\$4,606	\$5,352	-
% increase	10.97%	2.00%	3.00%	0.00%	0.00%	4.00%	4.08%	4.50%	5.00%	0.00%
DIRECTOR OF OIC⁽¹⁾										
DIRECTOR OF MRRC⁽¹⁾										

(1) As a result of the 1998 City-wide reorganization, the organizational units under these directors were absorbed by the new Department of Customer Services.

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(3) The 2001 Salary Commission recognized the Director of Royal Hawaiian Band as a department head

(4) The 2008 Salary Commission set the Director of Royal Hawaiian Band's salary less than other department heads; thereby creating a three-tiered level of compensation for department heads

(5) The 2010 Salary Commission granted the Medical Examiner a 30% salary differential over department heads; thereby creating a four-tiered level of compensation for department heads

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(7) The 2012 Salary Commission established a five-tiered level of compensation for department heads and a four-tiered level of compensation for deputy department heads (by setting different salary rates for Police & Fire)

**SALARY HISTORY OF SELECTED ELECTED & APPOINTED OFFICERS
CITY & COUNTY OF HONOLULU (Cont.)**

	Jul-10	Jul-11	Jul-12	Jul-13	Jul-14	Jul-15	Jul-16	Jul-17	Jul-18	Jul-19
MAYOR	\$136,428	\$136,428	\$136,428	\$141,888	\$153,240	\$157,080	\$164,928			
\$ increase	-	-	-	\$5,460	\$11,352	\$3,840	\$7,848			
% increase	0.00%	0.00%	0.00%	4.00%	8.00%	2.51%	5.00%			
PROSECUTING ATTY	\$129,312	\$129,312	\$129,312	\$134,496	\$145,248	\$148,872	\$156,312			
\$ increase	-	-	-	\$5,184	\$10,752	\$3,624	\$7,440			
% increase	0.00%	0.00%	0.00%	4.01%	7.99%	2.50%	5.00%			
COUNCIL CHAIR	\$58,596	\$58,596	\$58,596	\$58,596	\$63,288	\$64,872	\$68,112			
\$ increase	-	-	-	-	\$4,692	\$1,584	\$3,240			
% increase	0.00%	0.00%	0.00%	0.00%	8.01%	2.50%	4.99%			
COUNCIL MEMBER	\$52,446	\$52,446	\$52,446	\$52,446	\$56,640	\$58,056	\$60,960			
\$ increase	-	-	-	-	\$4,194	\$1,416	\$2,904			
% increase	0.00%	0.00%	0.00%	0.00%	8.00%	2.50%	5.00%			
MANAGING DIR.	\$126,732	\$126,732	\$130,534	\$135,744	\$146,592	\$150,264	\$157,776			
\$ increase	-	-	\$3,802	\$5,210	\$10,848	\$3,672	\$7,512			
% increase	0.00%	0.00%	3.00%	3.99%	7.99%	2.50%	5.00%			
DEPUTY MD	\$120,120	\$120,120	\$123,724	\$128,664	\$138,960	\$142,440	\$149,568			
\$ increase	-	-	\$3,604	\$4,940	\$10,296	\$3,480	\$7,128			
% increase	0.00%	0.00%	3.00%	3.99%	8.00%	2.50%	5.00%			
DEPARTMENT HEAD	\$118,344	\$118,344	\$121,894	\$126,768	\$136,920	\$140,352	\$147,360			
\$ increase	-	-	\$3,550	\$4,874	\$10,152	\$3,432	\$7,008			
% increase	0.00%	0.00%	3.00%	4.00%	8.01%	2.51%	4.99%			
POLICE⁽²⁾⁽⁷⁾	\$136,236	\$136,236	\$143,729	\$151,632	\$164,376	\$173,424	\$182,088			
\$ increase	-	-	\$7,493	\$7,903	\$12,744	\$9,048	\$8,664			
% increase	0.00%	0.00%	5.50%	5.50%	8.40%	5.50%	5.00%			
FIRE⁽²⁾⁽⁷⁾	\$136,236	\$136,236	\$141,685	\$147,360	\$159,144	\$167,904	\$176,304			
\$ increase	-	-	\$5,449	\$5,675	\$11,784	\$8,760	\$8,400			
% increase	0.00%	0.00%	4.00%	4.01%	8.00%	5.50%	5.00%			
MEDICAL EXAMINER⁽⁵⁾	\$153,847	\$200,016	\$200,016	\$250,008	\$255,000	\$261,384	\$274,464			
\$ increase	\$35,503	\$46,169	-	\$49,992	\$4,992	\$6,384	\$13,080			
% increase	30.00%	30.01%	0.00%	24.99%	2.00%	2.50%	5.00%			
BAND⁽³⁾⁽⁴⁾	\$116,088	\$116,088	\$116,088	\$118,416	\$120,792	\$123,816	\$130,008			
\$ increase	-	-	-	\$2,328	\$2,376	\$3,024	\$6,192			
% increase	0.00%	0.00%	0.00%	2.01%	2.01%	2.50%	5.00%			
DEPUTY DEPT HEAD	\$112,308	\$112,308	\$115,677	\$120,312	\$129,936	\$133,176	\$139,824			
\$ increase	-	-	\$3,369	\$4,635	\$9,624	\$3,240	\$6,648			
% increase	0.00%	0.00%	3.00%	4.01%	8.00%	2.49%	4.99%			
POLICE⁽²⁾⁽⁷⁾	\$129,936	\$129,936	\$137,082	\$144,624	\$156,768	\$165,384	\$173,664			
\$ increase	-	-	\$7,146	\$7,542	\$12,144	\$8,616	\$8,280			
% increase	0.00%	0.00%	5.50%	5.50%	8.40%	5.50%	5.01%			
FIRE⁽²⁾⁽⁷⁾	\$129,936	\$129,936	\$135,133	\$140,544	\$151,776	\$160,128	\$168,144			
\$ increase	-	-	\$5,197	\$5,411	\$11,232	\$8,352	\$8,016			
% increase	0.00%	0.00%	4.00%	4.00%	7.99%	5.50%	5.01%			
DEPUTY MED EXAM⁽⁶⁾	\$112,308	\$129,168	\$129,168	\$200,016	\$204,024	\$209,136	\$219,600			
\$ increase	-	\$16,860	-	\$70,848	\$4,008	\$5,112	\$10,464			
% increase	0.00%	15.01%	0.00%	54.85%	2.00%	2.51%	5.00%			
DIRECTOR OF OIC⁽¹⁾										
DIRECTOR OF MRRC⁽¹⁾										

(1) As a result of the 1998 City-wide reorganization, the organizational units under these directors were absorbed by the new Department of Customer Services.

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(3) The 2001 Salary Commission recognized the Director of Royal Hawaiian Band as a department head

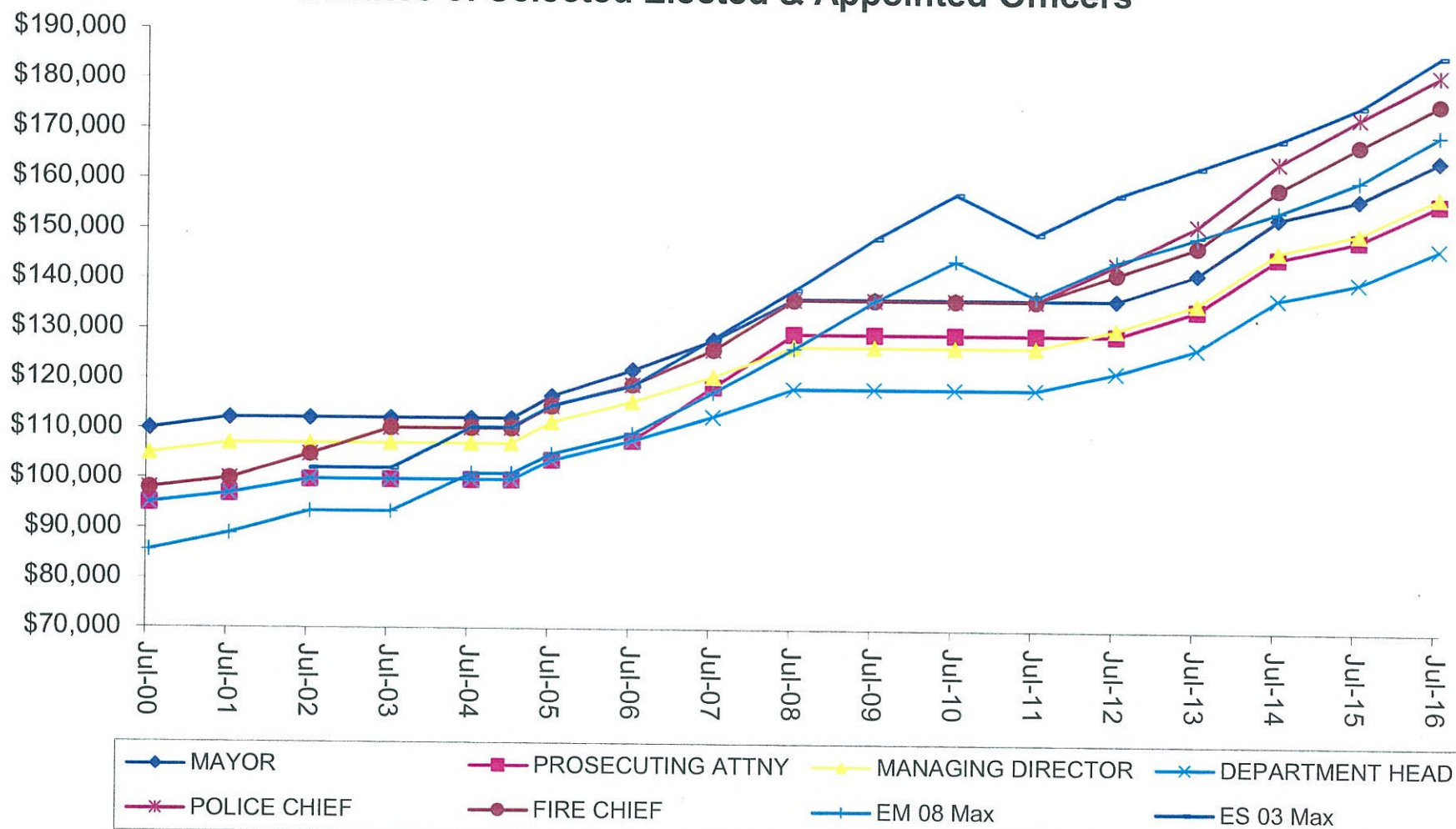
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Salaries of Selected Elected & Appointed Officers



COMPARISON OF EM 08 MAXIMUM SALARY RATE
AND DEPARTMENT & DEPUTY DEPARTMENT HEADS

	Effective 7/1/04	\$ Differential	% Differential	Effective 7/1/05 ⁽¹⁾	\$ Differential	% Differential	Effective 7/1/06 ^(2,3)	\$ Differential	% Differential
Civil Service Employee*	\$101,004			\$105,048			\$109,248		
Department Head	\$99,807	-\$1,197	-1.19%	\$103,800	-\$1,248	-1.19%	\$107,850	-\$1,398	-1.28%
Police & Fire	\$110,206	\$9,202	9.11%	\$114,624	\$9,576	9.12%	\$119,000	\$9,752	8.93%
Deputy Department Head	\$94,554	-\$6,450	-6.39%	\$98,340	-\$6,708	-6.39%	\$102,350	-\$6,898	-6.31%
Police & Fire	\$104,583	\$3,579	3.54%	\$108,768	\$3,720	3.54%	\$113,500	\$4,252	3.89%

	Effective 7/1/07	\$ Differential	% Differential	Effective 7/1/08	\$ Differential	% Differential	Effective 7/1/09	\$ Differential	% Differential
Civil Service Employee*	\$117,564			\$126,516			\$136,140 ⁽⁴⁾		
Department Head	\$112,704	-\$4,860	-4.13%	\$118,344	-\$8,172	-6.46%	\$118,344	-\$17,796	-13.07%
Police & Fire	\$126,141	\$8,577	7.30%	\$136,236	\$9,720	7.68%	\$136,236	\$96	0.07%
Deputy Department Head	\$106,956	-\$10,608	-9.02%	\$112,308	-\$14,208	-11.23%	\$112,308	-\$23,832	-17.51%
Police & Fire	\$120,312	\$2,748	2.34%	\$129,936	\$3,420	2.70%	\$129,936	-\$6,204	-4.56%

	Effective 7/1/10	\$ Differential	% Differential	Effective 7/1/11	\$ Differential	% Differential	Effective 7/1/12 ⁽⁵⁾	\$ Differential	% Differential
Civil Service Employee*	\$144,312 ⁽⁴⁾			\$137,100			\$144,312 ⁽⁶⁾		
Department Head	\$118,344	-\$25,968	-17.99%	\$118,344	-\$18,756	-13.68%	\$121,894	-\$22,418	-15.53%
Police	\$136,236	-\$8,076	-5.60%	\$136,236	-\$864	-0.63%	\$143,729	-\$583	-0.40%
Fire	\$136,236	-\$8,076	-5.60%	\$136,236	-\$864	-0.63%	\$141,685	-\$2,627	-1.82%
Deputy Department Head	\$112,308	-\$32,004	-22.18%	\$112,308	-\$24,792	-18.08%	\$115,677	-\$28,635	-19.84%
Police	\$129,936	-\$14,376	-9.96%	\$129,936	-\$7,164	-5.23%	\$137,082	-\$7,230	-5.01%
Fire	\$129,936	-\$14,376	-9.96%	\$129,936	-\$7,164	-5.23%	\$135,133	-\$9,179	-6.36%

	Effective 7/1/13	\$ Differential	% Differential	Effective 7/1/14	\$ Differential	% Differential	Effective 7/1/15	\$ Differential	% Differential
Civil Service Employee*	\$149,364			\$154,596			\$160,776		
Department Head	\$126,768	-\$22,596	-15.13%	\$136,920	-\$17,676	-11.43%	\$140,352	-\$20,424	-12.70%
Police	\$151,632	\$2,268	1.52%	\$164,376	\$9,780	6.33%	\$173,424	\$12,648	7.87%
Fire	\$147,360	-\$2,004	-1.34%	\$159,144	\$4,548	2.94%	\$167,904	\$7,128	4.43%
Deputy Department Head	\$120,312	-\$29,052	-19.45%	\$129,936	-\$24,660	-15.95%	\$133,176	-\$27,600	-17.17%
Police	\$144,624	-\$4,740	-3.17%	\$156,768	\$2,172	1.40%	\$165,384	\$4,608	2.87%
Fire	\$140,544	-\$8,820	-5.91%	\$151,776	-\$2,820	-1.82%	\$160,128	-\$648	-0.40%

	Effective 7/1/16	\$ Differential	% Differential	Effective 7/1/17	\$ Differential	% Differential	Effective 7/1/18	\$ Differential	% Differential
Civil Service Employee*	\$170,100								
Department Head	\$147,360	-\$22,740	-13.37%						
Police	\$182,088	\$11,988	7.05%						
Fire	\$176,304	\$6,204	3.65%						
Deputy Department Head	\$139,824	-\$30,276	-17.80%						
Police	\$173,664	\$3,564	2.10%						
Fire	\$168,144	-\$1,956	-1.15%						

*Maximum EM 08 rate. To attain this rate, a typical employee would require a minimum of 27 years of creditable service.

⁽¹⁾ Civil service employee rate effective 7/1/05 for Police & Fire and effective 10/1/05 for all other EM 08 employees.

⁽²⁾ Civil service employee rate effective 7/1/06 for Police & Fire and effective 10/1/06 for all other EM 08 employees.

⁽³⁾ Reflects 7/1/07 salary rate for department heads and their deputies.

⁽⁴⁾ While the EM 08 maximum salary rate applicable to Civil Service Employees increased from 7/1/08 to 7/1/09, and again 7/1/10, only Police and Fire managers received increases.

⁽⁵⁾ The 2012 Salary Commission established a three-tiered level of compensation for department & deputy department heads

⁽⁶⁾ 5% pay cuts from 7/1/11 restored effective 7/1/12.

**TOTAL NUMBER OF EMPLOYEES AND THE SALARY RATES OF THOSE WHICH EXCEED THAT
OF THEIR DIRECTOR AND/OR DEPUTY BY DEPARTMENT**

Mayor's Salary Rate: \$164,928
Managing Director's Salary Rate: \$157,776

Police Chief's Salary Rate:	\$182,088		
Police Deputies' Salary Rate:	\$173,664		
	Salary Rates	% More Than The Chief	% More Than The Deputy
Honolulu Police Department	*No employee makes more than the Police Chief and Deputy Police Chiefs. The highest paid civil service subordinate makes \$170,100		

Fire Chief's Salary Rate:	\$176,304		
Fire Deputy's Salary Rate:	\$168,144		
	Salary Rates	% More Than The Chief	% More Than The Deputy
Honolulu Fire Department	\$170,100 (3)	-3.52%	1.16%
(Total: 4 Employees)	\$169,330	-3.96%	0.71%

Directors' Salary Rate:	\$147,360		
Deputies' Salary Rate:	\$139,824		
	Salary Rates	% More Than The Director	% More Than The Deputy
Community Services	\$152,936	3.78%	9.38%
(Total: 2 Employees)	\$150,041	1.82%	7.31%
Design & Construction	\$153,325	4.05%	9.66%
(Total: 4 Employees)	\$153,210	3.97%	9.57%
	\$147,058	-0.20%	5.17%
	\$143,824	-2.40%	2.86%
Facility Maintenance	\$150,799	2.33%	7.85%
(Total: 2 Employees)	\$148,985	1.10%	6.55%
Human Resources	\$155,121	5.27%	n/a
(Total: 1 Employee)			
*The Asst Director of HR is a civil service employee with a salary rate of \$130,887			
Information Technology	\$144,077	-2.23%	3.04%
(Total: 1 Employees)			
Planning & Permitting	\$158,357	7.46%	13.25%
(Total: 3 Employees)	\$152,936 (2)	3.78%	9.38%
Parks & Recreation	\$152,936	3.78%	9.38%
(Total: 2 Employee)	\$140,429	-4.70%	0.43%
Transportation Services	\$152,936	3.78%	9.38%
(Total: 1 Employee)			
Environmental Services	\$166,484	12.98%	19.07%
(Total: 3 Employees)	\$156,171	5.98%	11.69%
	\$144,589	-1.88%	3.41%

Salary Rates as of: 1/3/2017

BARGAINING UNIT WAGE SETTLEMENTS AND EXCLUDED MANAGERIAL EMPLOYEE INCREASES
As of December 31, 2016

	07/01/14	10/01/14	01/01/15	04/01/15	07/01/15	10/01/15	01/01/16	04/01/16	07/01/16	10/01/16	01/01/17	04/01/17				
BU 01 Blue Collar Non-Supervisors		2%		2%		2%		2%		2%		2%				
BU 02 Blue Collar Supervisors	2% ⁽³⁾				0.3% ⁽⁹⁾	2%		2%	Step Movement ⁽¹²⁾	2%		2%				
BU 03 White Collar Non-Supervisors	4%				Step Movement ⁽¹⁰⁾				Step Movement ⁽¹¹⁾		1.60%					
BU 04 White Collar Supervisors	4%				Step Movement ⁽¹⁰⁾				Step Movement ⁽¹¹⁾		1.60%					
BU 10 Institutional & Correctional Workers	Step Movement ⁽⁴⁾		0.5%		Step Movement ⁽⁶⁾		0.5%		Step Movement ⁽⁷⁾		1%					
BU 11 Fire Fighters	2% ⁽⁸⁾		2%		2% ⁽¹⁾		2%		5% ⁽¹⁾							
BU 12 Police Officers	1.75% ⁽²⁾		1.75%		2% ⁽²⁾		2%		2.5% ⁽²⁾		3.30%					
BU 13 Professional & Scientific	Step Movement ⁽⁵⁾				Step Movement ⁽¹²⁾		3.50%		Step Movement ⁽¹²⁾		3.50%					
EMCP - Excluded Managers Excluded from BU 11	2% ⁽¹³⁾		2%		2% ⁽¹³⁾		2%		5% ⁽¹³⁾							
EMCP - Excluded Managers Excluded from BU 12	1.75% ⁽¹³⁾		1.75%		2% ⁽¹³⁾		2%		2.5% ⁽¹³⁾		3.30%					
EMCP - Excluded Managers Excluded from BU 13	WRP ⁽¹⁴⁾				WRP ⁽¹³⁾		3.50%		WRP ⁽¹³⁾		3.50%					
BU14 State Law Enforcement Officers, and State & County Ocean Safety and Water Safety Officers									Schedule Established ⁽¹⁵⁾							

⁽¹⁾ Employees also entitled to catch up step movements or service step movements, not to exceed one step per year. If employee has 25+ years of service and is not on Step L5, they shall be placed on L5 on their anniversary date.

⁽²⁾ Employees also entitled to catch-up step movements and service step movements, not to exceed one step per year. Employees also received increases to the Standard of Conduct Differential (SOC).

⁽³⁾ Employees who were eligible but did not receive a step movement from 7/1/09 - 6/30/14, shall receive their step movement. Continue step movement. Employees employed on June 30, 2014 and at the max step shall receive a lump sum payment of \$1,000.

⁽⁴⁾ Delete first step on the salary schedule. Employees at the maximum step as of June 30, 2014 receive a lump sum payment equal to 4% of the employee's annual basic rate of pay.

⁽⁵⁾ Employees who were eligible during the period from 7/1/2009 - 6/30/2014 receive step movement(s); continue step movement. Employees on the max step as of June 30, 2013 and employees who were employed prior to July 1, 2013 and not receiving step movement and are not scheduled to receive a step movement during the period 7/1/2014 - 6/30/2015 receive a one-time lump sum payment of \$1,500.

⁽⁶⁾ Delete first step on the salary schedule. Employees who are at the maximum step on June 30, 2015 receive a lump sum payment equivalent to 4% of the individual employee's annual basic rate of pay.

⁽⁷⁾ Employees who are at the maximum step as of June 30, 2016 receive a one-time lump sum payment equivalent to 4% of the individual employee's annual basic rate of pay.

⁽⁸⁾ Employees also entitled to catch up step movement or service step movement and offered 12 overtime shifts per fiscal year via the Rank-for-Rank Recall program.

⁽⁹⁾ Additionally, continue the step movement plan, move Employees on Steps A and L1 to L2, and delete Steps A, L1, and L5. Employees not assigned to the salary schedule or who do not move to a new step during FY16 shall receive a 2% lump sum bonus.

⁽¹⁰⁾ Place employees on appropriate step and continue step movements. Employees not assigned to the salary schedule or who do not move to a new step during FY16 shall receive a \$1,500 lump sum bonus.

⁽¹¹⁾ Continue step movement plan and employees receive a \$1,200 lump sum bonus. Full-time employees receive a lump sum payment of \$1,200.

⁽¹²⁾ Continue step movement plan.

⁽¹³⁾ Employees who are eligible shall receive their Within Range Progression (WRP) movement on their WRP date.

⁽¹⁴⁾ Employees who were eligible during the period from 7/1/2009 - 6/30/2014 for Within Range Progression increases receive them on 7/1/2014. Employees on the max rate as of June 30, 2013 and employees who were employed prior to July 1, 2013 and not receiving WRP increases and are not scheduled to receive a WRP increase during the period 7/1/2014 - 6/30/2015 receive a one-time lump sum payment of \$1,500.

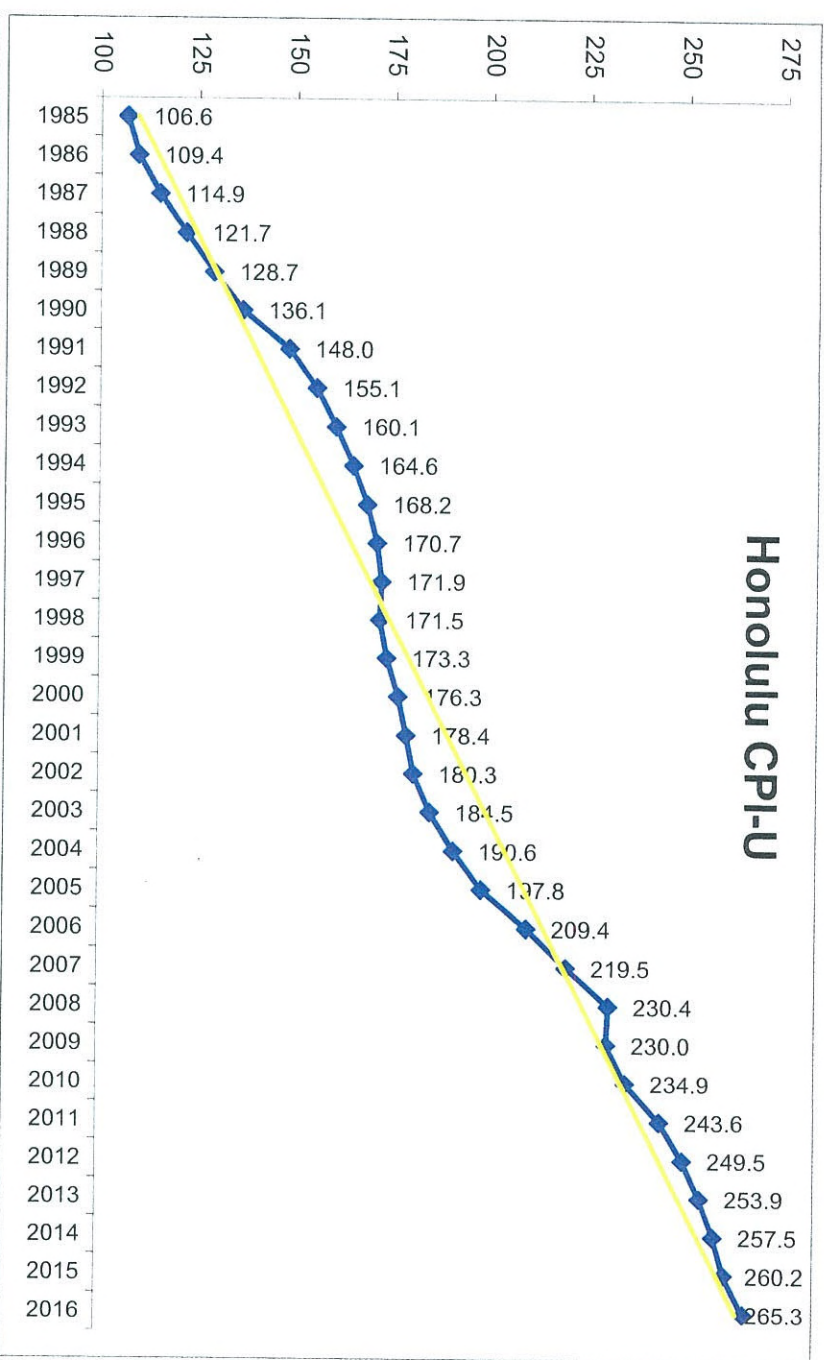
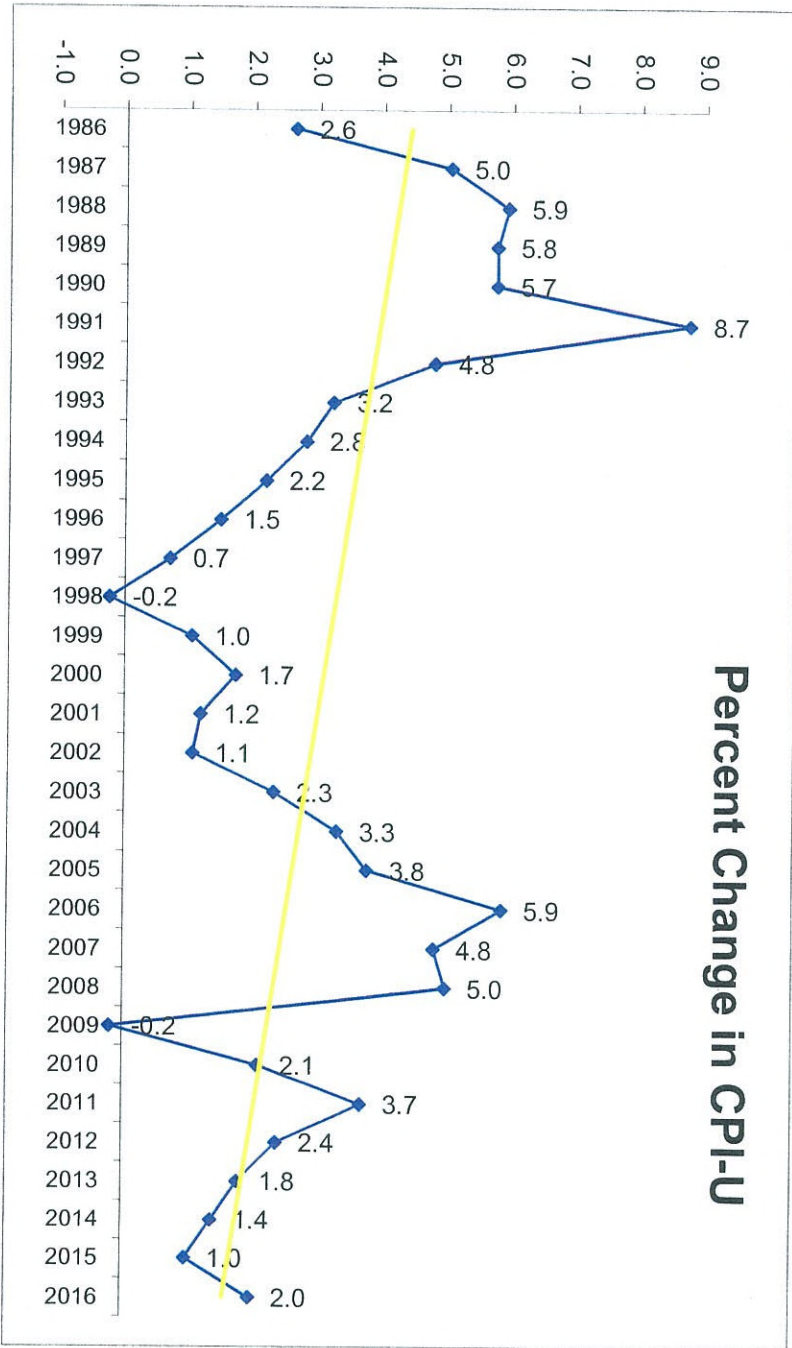
⁽¹⁵⁾ BU14 was established by HLRB on 11/7/13; however it's own salary schedule was not established until 7/1/16 (positions converted from BU03 to BU14)

HONOLULU CPI-U

YEAR	CPI-U	% CHANGE FROM PREVIOUS YEAR
1985	106.6	3.0
1986	109.4	2.6
1987	114.9	5.0
1988	121.7	5.9
1989	128.7	5.8
1990	136.1	5.7
1991	148.0	8.7
1992	155.1	4.8
1993	160.1	3.2
1994	164.6	2.8
1995	168.2	2.2
1996	170.7	1.5
1997	171.9	0.7
1998	171.5	-0.2
1999	173.3	1.0
2000	176.3	1.7
2001	178.4	1.2
2002	180.3	1.1
2003	184.5	2.3
2004	190.6	3.3
2005	197.8	3.8
2006	209.4	5.9
2007	219.5	4.8
2008	230.4	5.0
2009	230.0	-0.2
2010	234.9	2.1
2011	243.6	3.7
2012	249.5	2.4
2013	253.9	1.8
2014	257.5	1.4
2015	260.2	1.0
2016	265.3	2.0

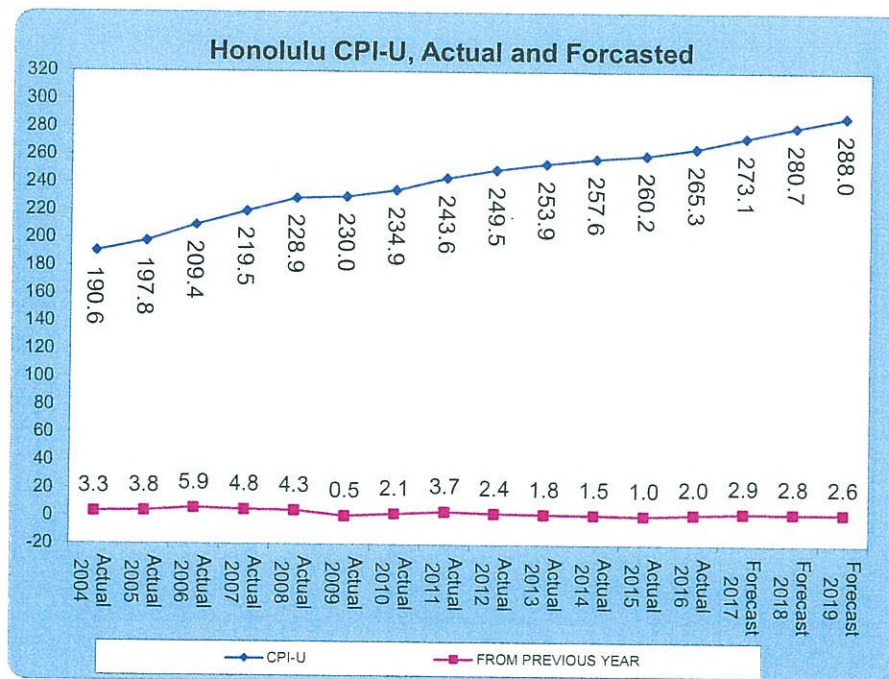
1982-1984 = 100

Source: US Department of Labor, Bureau of Labor
Statistics



Actual and Forecasted Honolulu CPI-U

YEAR	CPI-U	% CHANGE FROM PREVIOUS YEAR
Actual 2004	190.6	3.3
Actual 2005	197.8	3.8
Actual 2006	209.4	5.9
Actual 2007	219.5	4.8
Actual 2008	228.9	4.3
Actual 2009	230.0	0.5
Actual 2010	234.9	2.1
Actual 2011	243.6	3.7
Actual 2012	249.5	2.4
Actual 2013	253.9	1.8
Actual 2014	257.6	1.5
Actual 2015	260.2	1.0
Actual 2016	265.3	2.0
Forecast 2017	273.1	2.9
Forecast 2018	280.7	2.8
Forecast 2019	288.0	2.6



Source: State of Hawaii, DBEDT

SALARY COSTS - CURRENT & PROJECTED

As of July 2016

	# Psns	Annual Salary	Current Salary Costs	1% Increase	2% increase	3% increase	4% increase	5% increase
Mayor	1	\$164,928	\$164,928	\$166,577	\$168,227	\$169,876	\$171,525	\$173,174
Prosecuting Attorney	1	\$156,312	\$156,312	\$157,875	\$159,438	\$161,001	\$162,564	\$164,128
First Deputy Pros. Attny	1	\$148,632	\$148,632	\$150,118	\$151,605	\$153,091	\$154,577	\$156,064
Council Chair	1	\$68,112	\$68,112	\$68,793	\$69,474	\$70,155	\$70,836	\$71,518
Council Member	8	\$60,960	\$487,680	\$492,557	\$497,434	\$502,310	\$507,187	\$512,064
Managing Director	1	\$157,776	\$157,776	\$159,354	\$160,932	\$162,509	\$164,087	\$165,665
Deputy Managing Director	1	\$149,568	\$149,568	\$151,064	\$152,559	\$154,055	\$155,551	\$157,046
Department Head	14	\$147,360	\$2,063,040	\$2,083,670	\$2,104,301	\$2,124,931	\$2,145,562	\$2,166,192
Police	1	\$182,088	\$182,088	\$183,909	\$185,730	\$187,551	\$189,372	\$191,192
Fire	1	\$176,304	\$176,304	\$178,067	\$179,830	\$181,593	\$183,356	\$185,119
Medical Examiner	1	\$274,464	\$274,464	\$277,209	\$279,953	\$282,698	\$285,443	\$288,187
Royal Hawaiian Band	1	\$130,008	\$130,008	\$131,308	\$132,608	\$133,908	\$135,208	\$136,508
Deputy Department Head	13	\$139,824	\$1,817,712	\$1,835,889	\$1,854,066	\$1,872,243	\$1,890,420	\$1,908,598
Police	2	\$173,664	\$347,328	\$350,801	\$354,275	\$357,748	\$361,221	\$364,694
Fire	1	\$168,144	\$168,144	\$169,825	\$171,507	\$173,188	\$174,870	\$176,551
Medical Examiner	1	\$219,600	\$219,600	\$221,796	\$223,992	\$226,188	\$228,384	\$230,580
TOTAL	49		\$6,711,696	\$6,778,813	\$6,845,930	\$6,913,047	\$6,980,164	\$7,047,281
COST INCREASE				\$67,117	\$134,234	\$201,351	\$268,468	\$335,585

NOTE: No cost estimates are provided for Deputy Prosecuting Attorneys and Deputy Corporation Counsels. The department head is vested full authority to set and modify the salaries of their deputies (except first deputy who functions as a deputy department head) within the salary ranges prescribed by the Salary Commission.

SALARY COSTS - CURRENT & PROJECTED

As of July 2016

	# Psns	Annual Salary	Current Salary Costs	6% increase	7% increase	8% increase	9% increase	10% increase
Mayor	1	\$164,928	\$164,928	\$174,824	\$176,473	\$178,122	\$179,772	\$181,421
Prosecuting Attorney	1	\$156,312	\$156,312	\$165,691	\$167,254	\$168,817	\$170,380	\$171,943
First Deputy Pros. Attny	1	\$148,632	\$148,632	\$157,550	\$159,036	\$160,523	\$162,009	\$163,495
Council Chair	1	\$68,112	\$68,112	\$72,199	\$72,880	\$73,561	\$74,242	\$74,923
Council Member	8	\$60,960	\$487,680	\$516,941	\$521,818	\$526,694	\$531,571	\$536,448
Managing Director	1	\$157,776	\$157,776	\$167,243	\$168,820	\$170,398	\$171,976	\$173,554
Deputy Managing Director	1	\$149,568	\$149,568	\$158,542	\$160,038	\$161,533	\$163,029	\$164,525
Department Head	14	\$147,360	\$2,063,040	\$2,186,822	\$2,207,453	\$2,228,083	\$2,248,714	\$2,269,344
Police	1	\$182,088	\$182,088	\$193,013	\$194,834	\$196,655	\$198,476	\$200,297
Fire	1	\$176,304	\$176,304	\$186,882	\$188,645	\$190,408	\$192,171	\$193,934
Medical Examiner	1	\$274,464	\$274,464	\$290,932	\$293,676	\$296,421	\$299,166	\$301,910
Royal Hawaiian Band	1	\$130,008	\$130,008	\$137,808	\$139,109	\$140,409	\$141,709	\$143,009
Deputy Department Head	13	\$139,824	\$1,817,712	\$1,926,775	\$1,944,952	\$1,963,129	\$1,981,306	\$1,999,483
Police	2	\$173,664	\$347,328	\$368,168	\$371,641	\$375,114	\$378,588	\$382,061
Fire	1	\$168,144	\$168,144	\$178,233	\$179,914	\$181,596	\$183,277	\$184,958
Medical Examiner	1	\$219,600	\$219,600	\$232,776	\$234,972	\$237,168	\$239,364	\$241,560
TOTAL	49		\$6,711,696	\$7,114,398	\$7,181,515	\$7,248,632	\$7,315,749	\$7,382,866
COST INCREASE				\$402,702	\$469,819	\$536,936	\$604,053	\$671,170

NOTE: No cost estimates are provided for Deputy Prosecuting Attorneys and Deputy Corporation Counsels. The department head is vested full authority to set and modify the salaries of their deputies (except first deputy who functions as a deputy department head) within the salary ranges prescribed by the Salary Commission.